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CUSSU's Annual Summer BBQ was held at McKibbons on June 15, 2018. The Hawaiian theme was a great hit with the 125 members in attendance. The food was in keeping with the theme and enjoyed by all. Much thanks to Jennifer Muir and Karl Stamp who put together a fun and festive event.



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Article 21 (21.04) of the Collective Agreement. *“The University will send copies of all resignations to the Union. An employee may retract a resignation from the University on one (1) occasion. This retraction must occur within three (3) days of submitted the resignation.”*

If you are resigning from the University please provide a copy to the Union. You have three (days) to change your mind. It is not working days. It is three (3) days from the moment you hand in your letter of resignation. Should you change your mind please let your supervisor and the Union know immediately. Your supervisor will need to contact Human Resources and advise them that you are retracting your resignation.

If you are changing positions at Concordia, you do NOT write a letter of resignation. Let your supervisor know that you will be transferring to another position. You can then work out your start date with your current supervisor, the new supervisor and Human Resources.



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Did You Know?

What was the first union in Canada?

The Canadian Labour Union (1872 – 1878) was the short-lived first attempt at a national central organization to represent labour unions in Canada. It was founded in Toronto, Ontario on September 23, 1873, by 46 local unions.

Why was the first union created?

Labor unions were created in order to help the workers with work-related difficulties such as low pay, unsafe or unsanitary working conditions, long hours, and other situations. Workers often had problems with their bosses as a result of membership in the unions.

What does the union do?

A labor or trade union is an organization of workers dedicated to protecting members' interests and improving wages, hours and working conditions for all. No matter what you do for a living, there's a union with members who do the same thing.

What is a union employment?

The union contract, or collective bargaining agreement, contains the employment terms and working conditions of a union job. The contract sets out wages, raises, pension contributions, benefits and information about how seniority might be used in employment matters, such as bidding on shifts.

Why is it good to be in a union?

Employers can't terminate a worker for discriminatory reasons such as race, religion, age and the like. ... Through collective bargaining, workers negotiate wages, health and safety issues, benefits, and working conditions with management via their union.

What are the benefits of being a union worker?

Unions negotiate wages on their members' behalf to ensure they earn what they deserve. In addition, union members can enjoy wage increases on a regular basis. Achieving such benefits requires collective bargaining where the union and the employer agree on wage terms. A non-union worker lacks such benefits.

Are unions good for your health?

Unions are Good for Your Health. ... They also strongly increase the probability that a worker will have benefits like health care insurance, a pension, or paid sick days and family leave. It turns out that unions are also good for your health.

What are unions good for?

Canada's labour movement has a long history of improving workers' everyday lives. We fought for and won many of the rights enjoyed by all workers today – minimum wages, overtime pay, workplace safety standards, maternity and parental leave, vacation pay, and protection from discrimination and harassment.

Why do we need unions?

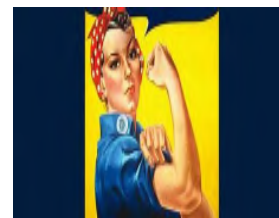
Because they represent the rights and interests of workers, unions still play a key economic and political role today. Unions protect against abuses in the workplace, train a highly skilled workforce, prevent wage theft and advocate for our members.



CUSSU Website
Please check out our
CUSSU website.



CUSSU Facebook
We have 102 CUSSU
members who have joined
our Facebook page since it
was created. Please sign up
as there are interesting and
informative items added
concerning our union.



America's "Rosie the Riveter" may be the most famous image of a woman toiling in a factory to support the Allied war effort, but she's just a cartoon. "Rosie the Crane Operator" -- 19-year-old Rose Young of Whitney Pier in Sydney, N.S. -- is real. She's one of thousands of women who sign up for traditional "men's work" in Canada's factories and foundries. She frees up an able-bodied man to fight in Europe... and marries him when he returns!

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To see what it means to you, download the [pension contributions calculator](#).

As a result, your benefits are guaranteed and protected, regardless of economic or market conditions. Investment returns do not affect your defined benefits.

Why join the Pension Plan for the Employees of Concordia University?!

Never too early or too late to start saving for your retirement.

Not participating means you are **missing out on the contributions** from the university towards your retirement savings

Contributions are **deducted on your pre-tax dollars** so there is a lesser impact

Retirement planning

As good as the plan may be, other sources of income are also essential to a comfortable retirement. Consult the [retirement planning](#) section for details.

You should seek the advice of a retirement, financial or tax specialist for help in your financial planning for retirement or in evaluating your current situation.

Your pension plan is administrated under the laws of the Régie des rentes du Québec, with which it is a registered pension plan (#21638).



Everyone Should Know These 10 Tips Before Returning To Work After Vacation

You've spent countless days waking up late, binge watching your favorite TV shows, and laying on the beach. You're enjoying yourself and then you come to an uncomfortable realization: it's time to go back to work. Making the transition from vacation to work may not be an event you look forward to, but it's going to happen sooner or later.



Here are ten tips to help you smooth your reentry into the daily grind so you can stay relaxed...and get things done.

- Tidy up your work-space first.
- Undo your away messages on your voice mail and email.
- Briefly review your calendar.
- Don't read your emails in chronological order.
- Make a prioritized list of tasks.
- Do one thing at a time.
- Remove unnecessary distractions.
- Make plans to enjoy yourself the first week back.
- Leave the office on time.
- Cut yourself a break.

Need more information [check out this link](#).

NEGOTIATIONS ARE UNDER WAY...





How to Reach Us

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Executive Committee

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 Derek Page - Interim VP General
 Laurel Leduc - VP Grievances
 Filomena De Gennaro - Secretary
 Karl Stamp - VP Health & Safety
 Maria Fasciano - VP Information
 Vidya Khan - Treasurer
 Jennifer Carter -VP Women's Issues



Steps to Prevent Accidents:

7 most common causes of accidents in the workplace :

1. Poor, or Lack of Housekeeping
2. Mental Distractions
3. Overconfidence
4. Neglecting Safety Procedures
5. Shortcuts
6. Starting a Task Before Getting All Necessary Information
7. Lack of Preparation



If any CUSSU member sees a potential health and safety concern, pull out your cell phone and take photos. Please report any concerns to Karl Stamp , VP Health & Safety.

We are looking for members with great social media skills, Facebook, newsletters, web-publishing, etc., to help our VP-Information. The wages are nil, but the fun, laughter and free pizza is worth it. If you have any suggestions to upgrade our social media, please share or if you want to volunteer email Donna Fasciano at:

cussu@concordia.ca



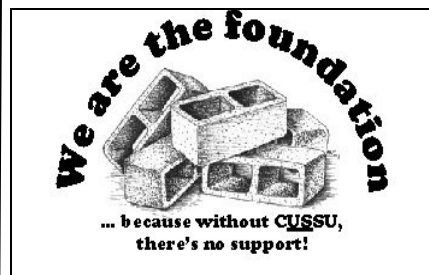
The CUSSU newsletter is packed with practical advice on various issues of interest to the support staff. We want to give you the opportunity to stay in touch with us, and to tell us what useful information you would like to see on the CUSSU website.

If you have a problem and would like your fellow members to help, send your questions, suggestions or comments to:

cussu@concordia.ca



News From Members



The Executive seeks to support and assist you, our members, by keeping you informed of any new developments in the University. Newsletters are published four times per year.

The newsletter is sent to all members as a benefit of membership. It is also posted on the cussu.net webpage. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.